# **Implications of youth** mental health challenges on U.S. employers



## More young people than ever need care



28% increase in young people with mental health diagnosis since 2018



48% increase in those with at least two mental health diagnoses

## But, many may not be getting the care they need



treatment within 6 months of their initial diagnosis



parents said their child was being treated with medication only

## Impact on the health, well-being, and productivity of working parents

Compared to other working parents, those whose children have mental health challenges are:



## The cost to employers



## 7.7 hours

amount of time working parents of a child with a mental health challenge spend a week managing their child's needs

## 4 workdays

number of days per month disrupted due to time needed to care for a child's mental health

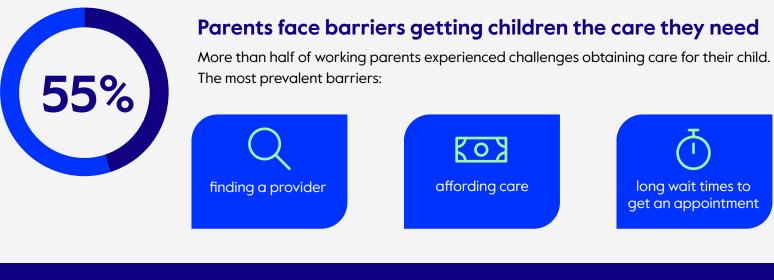
more likely to report feeling stressed at

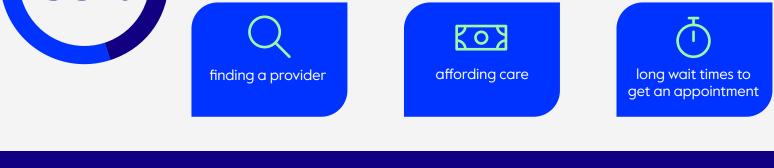
# \$200B

annual spending by U.S. employers on behavioral health costs for employees and their dependents

# \$47.6B

estimated annual indirect costs for employers related to mental health, such as lost productivity





### Top ways employers can support parents



### Areas of opportunity for employers to drive better behavioral health outcomes

	$\heartsuit$
~	22

### Care

Guiding employees and families to evidence-based behavioral health treatments

1	
	•
	• —
	•

Customization

Providing a data-driven, actionable, personalized approach to behavioral health care



Culture

Helping alleviate stigma, educating employees, and addressing social determinants of health



Community

Supporting individual, workplace, and community connectivity



Source: For a healthy workforce, curbing the youth mental health crisis is imperative (Evernorth Research Institute, 2024)